

**Memorandum of Agreement
By and Between
King County
and
King County Juvenile Detention Guild
Department of Adult and Juvenile Detention – Juvenile Division**

Subject: Unit Clarification, Interest Arbitration Eligibility, and Creation of a New Bargaining Unit

Background:

1. King County (the County) and the King County Juvenile Detention Guild (the Guild) are parties to a collective bargaining agreement (CBA) from January 1, 2017, through December 31, 2018, which has been extended until ratification of a successor CBA. The parties also have a tentative agreement, pending ratification, for a successor CBA through December 31, 2020.

2. The Guild is currently a single bargaining unit certified by the Public Employment Relations Commission (PERC) on May 14, 2001. The bargaining unit is described as “all full-time and regular part-time employees of the Juvenile Division of the King County Department of Adult and Juvenile Detention, excluding supervisors, confidential employees, and special project employees.”

3. On July 28, 2019, a revision to RCW 41.56.030 expanded interest arbitration rights to employees in the Juvenile Division “who are trained for and charged with the responsibility of controlling and maintaining custody of inmates in the jail and safeguarding inmates from other inmates...”

4. Washington Administrative Code (WAC) 391-35-310 requires that “employees occupying positions eligible for interest arbitration shall not be included in bargaining units which include employees who are not eligible for interest arbitration.”

5. On July 30, 2019, the County filed a Unit Clarification Petition with PERC (Case No. 131959-C-19) to establish a new and distinct bargaining unit for interest arbitration eligible non-supervisory employees in the Juvenile Division.

6. There are currently seventeen (17) job classifications included in the Guild bargaining unit. Upon initial review of the case, the parties were in dispute over whether six employee classifications should be included in the newly created interest arbitration eligible bargaining unit. They were in agreement about the unit placement for 11 employee classifications.

Agreements:

The parties have met and have resolved the disputed matters. The terms of this resolution are hereby memorialized as follows:

1. The parties will notify PERC that they have reached Agreement on the terms of the Unit Clarification, request that PERC assist with establishing a new bargaining unit, both being represented by the King County Juvenile Detention Guild, and modify the existing bargaining unit, per this Agreement. The parties will agree that this resolves the Unit Clarification petition. The Parties understand that resolution of this matter depends on PERC's acceptance of the terms of this Agreement.

2. The current bargaining unit (County CBA Code 296, Union Code Q3) will be renamed "King County Juvenile Detention Guild – Non-supervisory Staff," and the unit description will be modified to "all full-time and regular part-time employees of the Juvenile Division of the King County Department of Adult and Juvenile Detention, excluding supervisors, confidential employees, special project employees, and employees charged with the custody, control, and safeguarding of juvenile detainees." The following positions will remain in the current bargaining unit:

Job Class Code	PeopleSoft Job Code	Classification Title
4200100	421108	Administrative Office Assistant
4201100	421212	Administrative Specialist I
4201200	421316	Administrative Specialist II
4201300	421408	Administrative Specialist III
5212100	521301	Community Corrections Placement Specialist
5210200	521102	Community Surveillance Officer
3419100	341002	Medical Assistant
2211200	221604	Inventory Purchasing Specialist II
9502100	951101	Juvenile Facility Cook - Helper
9502200	951201	Juvenile Facility Cook/Baker
9502300	951301	Juvenile Facility Cook/Baker - Lead
5245100	524702	Training Coordinator
5242200	524210	Volunteer Coordinator

3. The parties will jointly request that PERC certify a new, interest arbitration-eligible bargaining unit and that the unit description be "all full-time and regular part-time Juvenile Detention Officers in the Juvenile Division of the King County Department of Adult and Juvenile Detention, and other employees if charged with the custody, control, and safeguarding of juvenile detainees." The bargaining unit will be called "King County Juvenile Detention Guild – Juvenile Detention Officers," and will be given a new County CBA Code and Union Code number. The following positions will be assigned to the new bargaining unit, prospective from the date of PERC certification:

Job Class Code	PeopleSoft Job Code	Classification Title
5213100	521401	Detention Officer
5217100	521701	Orientation and Assessment Specialist
2441200	243225	Project Program Manager II (Restorative Justice Coordinator)
3500200	351203	Recreation Coordinator

4. Upon vacancy of the following three single-employee classifications, the County will reevaluate whether the positions will continue to be charged with the custody, control, and safeguarding of juvenile detainees. If not, the County will bargain in good faith with the Juvenile Detention Guild with respect to the issue of removing the classifications from the Juvenile Detention Officer bargaining unit, and accreting them into the Non-Supervisory Staff bargaining unit:

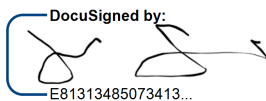
Job Class Code	PeopleSoft Job Code	Classification Title
5217100	521701	Orientation and Assessment Specialist
2441200	243225	Project Program Manager II (Restorative Justice Coordinator)
3500200	351203	Recreation Coordinator

5. This Agreement concerning the inclusion of Orientation and Assessment Specialist, Project Program Manager II (Restorative Justice Coordinator) and Recreation Coordinator is based on the current training and job responsibilities of these positions in the Juvenile Division. Specifically, the incumbent employees in these positions have been trained in use of force techniques and may have custody and control responsibilities in their job.

6. The current CBA, and all active Memorandums of Agreement (MOAs) will apply to employees in both bargaining units, until a successor CBA is negotiated for each unit. MOAs not renewed at the start of the successor CBA will end. Addendum A of each successor CBA shall be modified to only include the appropriate positions as defined in this Agreement.

7. The terms of this Agreement shall become effective and enforceable upon signature by all parties below. Implementation of this Agreement shall be dependent upon certification of the two bargaining units by PERC.

For the King County Juvenile Detention Guild:

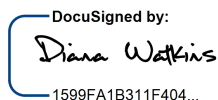
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Jason Smith
President

4/30/2020

Date

For King County:

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Diana Watkins
Labor Relations Negotiator
Office of Labor Relations
King County Executive Office

4/30/2020

Date